



THOMAS J. VILSACK  
GOVERNOR

## OFFICE OF THE GOVERNOR

SALLY J. PEDERSON  
LT. GOVERNOR

# Memorandum

Iowa Department for the Blind  
Iowa Department of Education  
Division of Vocational Rehabilitation Services, DOE  
Iowa Department of Human Rights  
Iowa Department of Human Services  
Iowa Workforce Development  
Governor's Council on Developmental Disabilities

**From:** Governor Thomas J. Vilsack and Lt. Governor Sally J. Pederson

**Date:** November 14, 2003

### Interagency Memorandum of Agreement

Collaboration between State Agencies is an expectation established in such federal legislation as the Workforce Investment Act, the Rehabilitation Act, the Individuals with Disabilities Education Act and the Developmental Disabilities Assistance and Bill of Rights Act. These actions, along with recent welfare reform initiatives, call upon State Agencies to improve their coordination of employment services. Iowa's response to this expectation has been positive, resulting in greater awareness of how State Agencies can work together to maximize resources and to increase the effectiveness of employment services.

State Agencies in Iowa have developed employment services partnerships and have recognized barriers that result from different structures, policies and procedures of the partnering agencies that can sabotage collaborative efforts. The barriers to collaboration were specifically identified during 56 focus groups conducted with clients, employers and employment services providers in 11 Iowa communities. This document is a collaborative response to begin to address those barriers.

This *Interagency Memorandum of Agreement, Methods to Strengthen Employment Services for Iowans with Disabilities*, provides a foundation for collaboration that respects the integrity of each individual program but also promotes the values of teamwork and innovation. In addition, the *Agreement* will serve as an ongoing resource



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to local administrative and service staff as they continue to develop creative and thoughtful solutions to persistent and emerging problems.

Since we just observed National Disability Employment Awareness Month in October, we are especially sensitive to the needs of Iowan's with disabilities. We applaud the efforts of the State Agency representatives who developed this Memorandum of

Agreement and extend our thanks for the efforts of those who collaborate to provide effective employment services to Iowans with disabilities.